

Supervision and Evaluation of Personnel

It is the position of the Central Linn School Board that the basis of instructional improvement is accomplished through a sound professional development and evaluation process.

Each staff member will be provided guidance by a supervisor so that successful performance of assigned responsibilities may be anticipated, and the employee held accountable for the proper performance of these responsibilities.

An effective evaluation program is essential to a quality educational program. It is an important tool to determine the current level of a teacher's performance of the teaching responsibilities. It is also an important assessment of classified employees and current performance of their job assignments. Under Board policy, administrators are charged with the responsibility of evaluating the staff. An evaluation program provides a tool for supervisors who are responsible for making decisions about promotion, demotion, contract extension, contract nonextension, contract renewal or nonrenewal, dismissal and discipline.

Evaluation of licensed staff shall be conducted to conform with applicable Oregon Revised Statutes and any applicable collective bargaining provisions.

Teachers' evaluations shall be customized based on collaborative efforts and include the core teaching standards adopted by the State Board of Education.

Evaluations must attempt to:

1. Strengthen the knowledge, skills, disposition and classroom practices of teachers;
2. Refine the support, assistance and professional growth opportunities offered to a teacher, based on the needs of the teacher and the needs of the school and district;
3. Allow the teacher to establish a set of classroom practices and student learning objectives that are based on the individual circumstances of the teacher, including classroom and other assignments;
4. Establish a formative growth process for each teacher that supports professional learning and collaboration with other teachers;

5. Use evaluation methods and professional development, support and other activities that are based on curricular standards and are targeted to the needs of the teacher.

All classified employees will be formally evaluated by their immediate supervisor at least twice during their first year of employment and at least once a year thereafter. All probationary teachers will be evaluated annually. All contract status teachers will be evaluated at least once every three years. The district appraisal forms shall be used.

Employees who are not able to develop sufficient skills will be given ample notice and opportunity to work toward improvement.

The superintendent is to establish criteria and procedures for principals and supervisors to follow in the important task of evaluation.

END OF POLICY

Legal Reference(s):

ORS 243.650
ORS 332.505
ORS 342.850

OAR 581-022-1720
OAR 581-022-1723
OAR 581-022-1724